

ORDINANCE NO. 5402

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5380 and all other ordinances and parts of ordinances in conflict herewith; providing for publication in pamphlet form and providing for an effective date.

Be it ordained by the Mayor and City Council of Fremont, Nebraska:

SECTION I. That the following schedule of Pay Grades be used for pay purposes in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.

SECTION II. That the Class Title and Pay Grade of each non union position for the City shall be as follows:

	Job Title	Paygrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Non-union Exempt Classifications	Assistant City Administrator - Utilities	40.0	53.5928	56.2755	59.0852	62.0421	65.1463	68.4042	71.8229	75.4087
	Power Plant Superintendent	37.5	47.4649	49.8330	52.3283	54.9441	57.6937	60.5838	63.6143	66.7987
	City Attorney	35.0	41.9926	44.0932	46.3008	48.6156	51.0439	53.5928	56.2755	59.0852
	Director of Finance	33.5	39.0491	41.0023	43.0496	45.2037	47.4649	49.8330	52.3283	54.9441
	Director of Electrical Engineering	33.0	38.0924	39.9923	41.9926	44.0932	46.3008	48.6156	51.0439	53.5928
	Mechanical Engineer	33.0	38.0924	39.9923	41.9926	44.0932	46.3008	48.6156	51.0439	53.5928
	Assistant Power Plant Supt	32.5	37.1892	39.0491	41.0023	43.0496	45.2037	47.4649	49.8330	52.3283
	Administrative Services Director	31.5	35.4164	37.1892	39.0491	41.0023	43.0496	45.2037	47.4649	49.8330
	Director of Information Systems	31.5	35.4164	37.1892	39.0491	41.0023	43.0496	45.2037	47.4649	49.8330
	Distribution Superintendent	31.0	34.5467	36.2794	38.0924	39.9923	41.9926	44.0932	46.3008	48.6156
	Gas System Superintendent	30.0	32.9010	34.5467	36.2794	38.0924	39.9923	41.9926	44.0932	46.3008
	Director of Human Resources	28.5	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491	41.0023	43.0496
	Wastewater Treatment Superintendent	27.5	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491	41.0023
	Network Systems Administrator	27.0	28.4254	29.8437	31.3355	32.9010	34.5467	36.2794	38.0924	39.9923
	Accountant	26.5	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491
	Water and Sewer Superintendent	26.5	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491
	Safety Manager	25.5	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892
	Stores Supervisor	25.0	25.7827	27.0741	28.4254	29.8437	31.3355	32.9010	34.5467	36.2794
Non Union Hourly	Power Plant Electrical Supervisor	30.5	33.7305	35.4164	37.1892	39.0491	41.0023	43.0496	45.2037	47.4649
	Power Plant Maintenance Supervisor	30.0	32.9010	34.5467	36.2794	38.0924	39.9923	41.9926	44.0932	46.3008
	Power Plant Shift Supervisor	29.5	32.1248	33.7305	35.4164	37.1892	39.0491	41.0023	43.0496	45.2037

Electric Metering and Service Supervisor	27.5	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491	41.0023
Fuel Handling Supervisor	27.0	28.4254	29.8437	31.3355	32.9010	34.5467	36.2794	38.0924	39.9923
Line Crew Supervisor	27.0	28.4254	29.8437	31.3355	32.9010	34.5467	36.2794	38.0924	39.9923
Gas Crew Supervisor	26.5	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491
Tree Trimming Supervisor	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164
WWTP Laboratory Technician	22.0	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254	29.8437	31.3355
Network/PC Technician	21.5	21.7423	22.8259	23.9700	25.1740	26.4317	27.7563	29.1412	30.5929
Automotive Maintenance Supervisor	21.0	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254	29.8437
Human Resources Technician II	19.0	19.2333	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741
Accounting Associate	17.5	17.8887	18.7852	19.7218	20.7052	21.7423	22.8259	23.9700	25.1740
Customer Services- Lead	17.5	17.8887	18.7852	19.7218	20.7052	21.7423	22.8259	23.9700	25.1740
Customer Services Associate	14.5	15.4470	16.2230	17.0325	17.8887	18.7852	19.7218	20.7052	21.7423
Accounting Assistant	14.0	15.0658	15.8149	16.6044	17.4405	18.3170	19.2333	20.1969	21.2071
Custodian- 3/4 time	11.0	13.0186	13.6608	14.3431	15.0658	15.8149	16.6044	17.4405	18.3170

SECTION III.

That the Class Title and Pay Grade of each union position for the City shall be as follows:

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
IBEW Union Classifications	Power Plant Operator III	27.5	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491	41.0023
	Instrument & Control Technician	27.0	28.4254	29.8437	31.3355	32.9010	34.5467	36.2794	38.0924	39.9923
	Senior Engineering Associate	26.5	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892	39.0491
	Power Plant Operator II	26.0	27.0741	28.4254	29.8437	31.3355	32.9010	34.5467	36.2794	38.0924
	Electrician II	25.5	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892
	Environmental Engineering Technician	25.5	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892
	Senior Electrical Technician	25.5	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164	37.1892
	Lineworker First Class	25.0	25.7827	27.0741	28.4254	29.8437	31.3355	32.9010	34.5467	36.2794
	Environmental Engineering Assistant	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164
	Gas Leak Surveyor	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164
	Gas Service Worker	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164
	Measurement Technician	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164
	Power Plant Mechanic II	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164
	Power Plant Operator I	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164
	Power Plant Statistical Technician II	24.5	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305	35.4164

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
IBEW Union Classifications	Gas System Worker/Welder	23.5	23.9700	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248	33.7305
	Corrosion Technician/ Drafter	22.5	22.8259	23.9700	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248
	Fuel Handler	22.5	22.8259	23.9700	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248
	Gas System Worker II	22.5	22.8259	23.9700	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248
	Power Plant Statistical Technician I	22.5	22.8259	23.9700	25.1740	26.4317	27.7563	29.1412	30.5929	32.1248
	Engineering Associate	22.0	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254	29.8437	31.3355
	Water Treatment Technician	22.0	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254	29.8437	31.3355
	Power Plant Mechanic I	21.5	21.7423	22.8259	23.9700	25.1740	26.4317	27.7563	29.1412	30.5929
	Utility Tree Trimmer	21.0	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254	29.8437
	Wastewater Plant Mechanic II	21.0	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254	29.8437
	Gas System Worker I	20.5	20.7052	21.7423	22.8259	23.9700	25.1740	26.4317	27.7563	29.1412
	Lineworker Apprentice	20.0	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254
	Water and Sewer Serviceworker II	20.0	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741	28.4254
	Wastewater Plant Mechanic I	19.0	19.2333	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741
	Wastewater Plant Operator II	19.0	19.2333	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741
	Utility Equipment Mechanic II	19.0	19.2333	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827	27.0741
	Electrician I	18.5	18.7852	19.7218	20.7052	21.7423	22.8259	23.9700	25.1740	26.4317
	Utility Equipment Mechanic I	18.0	18.3170	19.2333	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827
	Water and Sewer Serviceworker I	18.0	18.3170	19.2333	20.1969	21.2071	22.2708	23.3879	24.5585	25.7827
	Stores Associate	17.5	17.8887	18.7852	19.7218	20.7052	21.7423	22.8259	23.9700	25.1740
	Utility Maintenance Worker II	16.0	16.6044	17.4405	18.3170	19.2333	20.1969	21.2071	22.2708	23.3879
	Wastewater Plant Operator I	16.0	16.6044	17.4405	18.3170	19.2333	20.1969	21.2071	22.2708	23.3879
	Customer Billing Assistant	14.5	15.4470	16.2230	17.0325	17.8887	18.7852	19.7218	20.7052	21.7423
	Power Plant Service Worker	14.5	15.4470	16.2230	17.0325	17.8887	18.7852	19.7218	20.7052	21.7423
	Utility Office Associate II	14.5	15.4470	16.2230	17.0325	17.8887	18.7852	19.7218	20.7052	21.7423
	Customer Services Assistant	13.5	14.7111	15.4470	16.2230	17.0325	17.8887	18.7852	19.7218	20.7052
Utility Office Associate I	13.0	14.3431	15.0658	15.8149	16.6044	17.4405	18.3170	19.2333	20.1969	
Custodian	11.0	13.0186	13.6608	14.3431	15.0658	15.8149	16.6044	17.4405	18.3170	

Temporary/ Seasonal	Class Title	Hourly Wage
	Utility Worker	9.00 -12.70
	Custodian- Part time	9.00 -12.70
	Board of Public Works Member	\$75/mo

SECTION IV. All ordinances and parts of ordinances in conflict herewith are appealed.

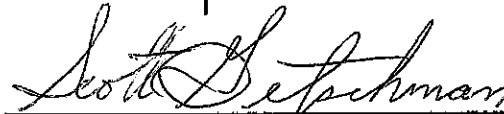
SECTION V. The above salary adjustments are effective October 1, 2016. Employees whose current pay is above their current pay grade shall have their salaries frozen.

SECTION VI. That the title of Assistant General Manager be changed to Assistant City Administrator- Utilities and remove General Manager position; Director of Information Systems paygrade be adjusted to 31.5, and add position of Network System Administrator- paygrade 27.0; Remove Customer Service/Customer Billing Manager position and replace with two Customer Service Lead positions at paygrade 17.5 be effective 15 days after this ordinance is published.

SECTION VII. That this ordinance be effective from and after its passage and publication according to law.

SECTION VIII. This ordinance shall be published in pamphlet form by the City Clerk.

PASSED AND APPROVED THIS 30th DAY OF May, 2017.



Scott Getzschman, Mayor

ATTEST:



Tyler Ficker, City Clerk

